

**WTCR-FM, WKEE-FM, WAMX, WTCR-AM, WVHU, WZZW, WBVB, WBKS, WIRO**  
**EEO PUBLIC FILE REPORT**

**June 1, 2005 – May 31, 2006<sup>1</sup>**

*(Note: 12-month period determined by FCC license renewal filing date and not on calendar basis)*

**I. VACANCY LIST**

See **Master Recruitment Source List (MRSL)** for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>RS Referring Hiree</b>
Account Executive	1-20	6
Account Executive	1-20	12
Account Executive	1-20	12
Account Executive	1-20	1
Account Executive	1-20	3
Account Executive	1-20	3
Account Executive	1-20	3
Account Executive	1-20	3
Account Executive	1-20	3
Account Executive	1-20	12
Account Executive	1-20	1
Account Executive	1-20	3
Full Time On-Air Talent	1-20	13

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Herald Dispatch, Classified Dept, 946 Fifth Avenue, Huntington, WV 25701. Phone: (304) 526-2711. Fax (304) 526-2866.	N	13
2	The Independent, P. O. Box 311, Ashland, KY 41105. Phone (606) 326-2676. Fax (606) 326- 2680.	N	1
3	On-Air Announcements on local stations WTCR FM, WAMX FM, WKEE FM, WBVB FM WBKS FM, WVHU AM, WIRO AM, WTCR AM, WZZW AM.	Y	29
4	WKEEFM.com (304) 525-7788.	Y	8
5	WTCRFM.com (606) 739-8427.	Y	1
6	X1063.com (304) 525-7788.	Y	0
7	HaveJoy.com (606) 739-8427.	Y	0
8	B97FM.com (606) 739-8427.	Y	0
9	1071KISS.com (304) 525-7788.	Y	0
10	WVHUAM.com (304) 525-7788.	Y	1
11	WTCRAMericana.com (304) 525-7788	Y	0
12	Employee Referral.	N	5
13	ClearCareers.com	Y	11
14	AllAccess.com	N	5
15	Internal Posting at WKEE, WBKS, WTCR, WAMX, WBVB, JOY, WVHU Internal Contact – Carol Starkey (304) 525-7788 Ext. 121	Y	0
16	African-American Media, 2164 Wisconsin Avenue, NW, Washington DC 20007. Phone (202)-342- 6661. Fax (202)-342-6667	Y	0
17	American Women in Radio and Television (AWRT) 8405 Greensboro Dr, Suite 800, McLean, VA 22102. Phone (703) 506-3290 Fax (703) 506-3266.	Y	0
18	Asian American Journalists Association (AAJA) 1182 Market Street, Suite 320, San Francisco, CA 94102. Phone (415)-346-2051 Fax (415) 346-6343	Y	0
19	Black Broadcasters Alliance (BBA) 3474 William Penn Highway, Pittsburgh, PA 15235. Phone (412) 829-9788 Fax (412) 829-0313	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
20	The Association for Women in Communications, Inc. (AWC) 780 Richie Highway, suite 28-S, Severna Park, MD 21146. Phone (410) 544-7442 Fax (410) 544-4640.	Y	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			74

### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in job fairs.	<p>6/7/05 – Workforce Development Resource Center, 120 North 3<sup>rd</sup> Street, Ironton, OH hosted a job fair at the Big Sandy Superstore Arena in Huntington, WV. Attended by Randy Dunn (Sales Mgr - WTCR), Judy Eaton (PD – WTCR), Robin Wilds (Asst. PD/Promotions for WAMX), Kevin Beller (Sales Mgr – WAMX) Paul Swann (PD – WVHU/WIRO), Paul Oslund (PD – WAMX).</p> <p>9/27/05 - The Herald Dispatch (Career Builder.com) 946 Fifth Avenue, Huntington, WV 25701 hosted a job fair at the Big Sandy Superstore Arena in Huntington, WV. Attended by Kym York-Blake (Sales Training Director/Internet Sales Mgr for all stations), Judy Eaton (PD – WTCR), Kevin Beller (Sales Mgr – WAMX), A. J. Vaughan (Account Executive – WAMX), Randy Dunn (Sales Mgr – WTCR), Mark Griffith (Account Executive – WTCR), Paul Swann (PD – WVHU/WIRO), Paul Oslund (PD – WAMX), Jim Davis (PD – WKEE/WBKS), Carol Starkey (EEO Administrator).</p> <p>10/3/05 – The Huntington Regional Chamber of Commerce, P O Box 1509, Huntington, WV hosted a College &amp; Career Fair at Veterans Memorial Field House in Huntington, WV. Attended by: Judy Eaton (PD – WTCR), Randy Dunn (Sales Mgr – WTCR), Kevin Beller (Sales Mgr – WAMX), Paul Swann – PD – WVHU/WIRO), Carol Starkey (EEO Administrator).</p> <p>10/19/05 – Marshall University, One John Marshall Drive, Huntington, WV 25701 hosted a job fair in their Student Center. Attended by Paul Swann (PD – WVHU/WIRO) and Carol Starkey (EEO Administrator).</p> <p>3/21/06 - The Herald Dispatch (Career Builder.com) 946 Fifth Avenue, Huntington, WV 25701 hosted a job fair at the Big Sandy Superstore Arena in Huntington, WV. Attended by Kevin Beller (Sales Mgr – WAMX), Paul Swann (PD – WVHU/WIRO), Randy Dunn (Sales Mgr – WTCR), Jim Davis (PD – WKEE/WBKS),</p>

		Carol Starkey (EEO Administrator).
2	Job Shadowing.	<p>11/19/05 – Huntington Regional Chamber of Commerce and Cabell County School – annual job shadowing days. 4 students from local High Schools participated.</p> <p>11/16/05 - Huntington Regional Chamber of Commerce and Cabell County School – annual job shadowing days. 4 students from local High Schools participated.</p> <p>4/04/06 - Huntington Regional Chamber of Commerce and Cabell County School – annual job shadowing days. 4 students from local High Schools participated.</p> <p>4/12/06 - Huntington Regional Chamber of Commerce and Cabell County School – annual job shadowing days. 4 students from local High Schools participated.</p>
3	Participation in programs sponsored by educational Institutes relating to career opportunities in broadcasting.	<p>The stations personnel participated in various school events to explore career opportunities in broadcasting and other related fields, example:</p> <ul style="list-style-type: none"> <li>(1) Anthony Newby – Account Executive – WTCR participated in Marshall University’s Career day on 3/10/06 to discuss jobs in broadcasting.</li> <li>(2) Scott Hesson – WTCR/WBVB participated in Wurtland Elementary Schools Career day on 3/16/06 to discuss jobs in broadcasting.</li> </ul>
4	Participation in programs relating to Organizational Training and Development Programs – Hiring the right people.	<p>Thomas &amp; Associates, 945 4<sup>th</sup> Avenue, Huntington, WV hosted a seminar on Human Resource Solutions. Attended by Judy Cornett (VP, Market Mgr), Carla Willis (Business Mgr), Matt Tweel (Sales Mgr – WKEE), Kevin Beller (Sales Mgr – WAMX), Randy Dunn (Sales Mgr – WTCR), Carol Starkey (EEO Administrator)</p>

# EEO PUBLIC FILE REPORT

**June 1, 2006 – May 31, 2007<sup>1</sup>**

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## I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data

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<sup>1</sup> This report provides recruitment data collected from June 1, 2006 through May 21, 2007.

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<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	Herald Dispatch, Classified Dept, 946 Fifth Avenue, Huntington, WV 25701. Phone: (304) 526-2711. Fax (304) 526-2866.	N	7
2	The Independent, P. O. Box 311, Ashland, KY 41105. Phone (606) 326-2676. Fax (606) 326- 2680.	N	2
3	On-Air Announcements on local stations WTCR FM, WAMX FM, WKEE FM, WBVB FM WBKS FM, WVHU AM, WIRO AM, WTCR AM, WZZW AM.	Y	18
4	WKEEFM.com (304) 525-7788.	Y	2
5	WTCRFM.com (606) 739-8427.	Y	1
6	X1063.com (304) 525-7788.	Y	0
7	HaveJoy.com (606) 739-8427.	Y	0
8	B97FM.com (606) 739-8427.	Y	0
9	1071KISS.com (304) 525-7788.	Y	1
10	WVHUAM.com (304) 525-7788.	Y	0
11	WTCRAMericana.com (304) 525-7788	Y	0
12	Employee Referral.	N	4
13	ClearCareers.com	Y	2
14	Various Job Fairs	N	10
15	Internal Posting at WKEE, WBKS, WTCR, WAMX, WBVB, JOY, WVHU Internal Contact – Carol Starkey (304) 525-7788 Ext. 121	Y	7
16	African-American Media, 2164 Wisconsin Avenue, NW, Washington DC 20007. Phone (202)-342- 6661. Fax (202)-342-6667	Y	0
17	American Women in Radio and Television (AWRT) 8405 Greensboro Dr, Suite 800, McLean, VA 22102. Phone (703) 506-3290 Fax (703) 506-3266.	Y	0
18	Asian American Journalists Association (AAJA) 1182 Market Street, Suite 320, San Francisco, CA 94102. Phone (415)-346-2051 Fax (415) 346-6343	Y	0
19	Black Broadcasters Alliance (BBA) 3474 William Penn Highway, Pittsburgh, PA 15235. Phone (412) 829-9788 Fax (412) 829-0313	Y	0

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
20	The Association for Women in Communications, Inc. (AWC) 780 Richie Highway, suite 28-S, Severna Park, MD 21146. Phone (410) 544-7442 Fax (410) 544-4640.	Y	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			54



### III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Participation in job fairs.	<p>Workforce Development Recourse Center, 120 North 3<sup>rd</sup> Avenue, Ironton, OH 45638 hosted a job fair at the Big Sandy Superstore arena in Huntington, WV on 6/06/06. Attendees were: Clint McElroy (PD – WZZW AM), Jim Davis (PD – WKEE/WBKS), Paul Swann (PD WVHU), Kevin Beller (Sales Mgr – WAMX), Kym York-Blake (Sales Trainer for all stations), Carol Starkey (EEO Administrator).</p> <p>Marshall University, One John Marshall Drive, Huntington, WV 25755 hosted a job fair on 09/19/06. Attended by: Tracey Baumgard (Promotions Director – all stations), Kym York-Blake (Sales Trainer for all stations), A. J. Vaughan (Salesman WAMX).</p> <p>West Virginia Broadcasters Association, 140 Seventh Avenue, South Charleston, WV 25303 hosted a career fair on 11/08/06 at Marshall University Student Center. Attended by Judy Eaton (PD – WTCR), Carol Starkey (EEO Administrator).</p> <p>Clear Channel Communications, 134 Fourth Avenue, Huntington, WV 25701 hosted our open house to recruit salespeople on 11/20/06. Attended by: Matt Tweel (Sales Mgr), Kym York-Blake (Sales Trainer for all stations), Kevin Beller (Sales Mgr – WAMX/WBKS), Gloria Ward (Director of Sales/NSM).</p> <p>Marshall University, One John Marshall Drive, Huntington, WV 25755 hosted a job fair on 03/08/07 at their Communications Center. Attended by: Kevin Beller (Sales Mgr. – WAMX/WBKS), Randy Dunn (Sales Mgr-WTCR/WBVB).</p>

2	Job Shadowing.	<p>11/02/06 - Huntington Regional Chamber of Commerce and Cabell County High Schools – annual job shadowing days. 4 High School students participated.</p> <p>11/14/06 – Huntington Regional Chamber of Commerce and Cabell County High Schools – annual job shadowing days. 4 High School students participated.</p>
3	Participation in programs sponsored by educational Institutes relating to career opportunities in broadcasting.	<p>Marshall University, One John Marshall Drive, Huntington, WV 25755 hosted a career extravaganza on 10/19/06. Attended by: Aaron Arnold (Salesman WTCR).</p> <p>Cammack Elementary School, 200 10<sup>th</sup> Avenue, Huntington, WV had professionals go to the school to read to students and discuss their careers. Attended by: Aaron Arnold (Salesman WTCR)</p> <p>Culloden Elementary School, hosted a career fair on March 21, 2007 for their students. Attended by: Rob Kimball (WAMX News Director).</p>